

FrontLine Employee

Wellness, Productivity, & You!

Call EAS: Olympia (360) 753-3260 Seattle (206) 720-3514 Spokane (509) 482-3686

Website: <http://hr.dop.wa.gov/eas.html>

Coworkers & Grief

When a coworker experiences a painful loss, you naturally want to say and do the right thing – but what? Employees who have experienced significant grief offer this advice for coworkers:

- 1) Be yourself. 2) Say things like, “I’m so sorry” or “I feel bad for you” or “I don’t know what to say.” 3) Don’t make “feel better” statements such as “just be strong” or “I know how you feel,” etc. 4) Don’t let your own feelings of fear and helplessness cause you to avoid the coworker in grief. 5) Acknowledge the loss, but don’t try to “fix it.” 6) Grief and loss increase our awareness for the importance of human relationships. Use this awareness to feel closer to coworkers and remove barriers that make work more difficult.



United We Stand !!!



9¹¹ will probably mean something different to each of us from this year forward. On that date, September 11, 2001 we all witnessed the horrible attack on our country. We were impacted in different ways. Our sleep may be troubled, our appetites changed. A sense of fear and anger is common. As we strive, as a nation, to cope, EAS offers several suggestions:

- 1) Talk** with your family and friends. Talking and time may be the greatest help.
- 2) Take good care** of yourself. Eat right and exercise, even when you don’t feel like it.
- 3) Call EAS** if you don’t start feeling better. Attend one of the many group sessions being held, or ask for one for your office.

**Remember – We don’t just live in the USA.
The USA lives in us!**

More Than the Blahs?



Everyone has normal ups and downs. The downs are called the “blues” or the “blahs.” If you are wondering whether you might be depressed, ask yourself one key question: “When was the last time I really laughed and enjoyed myself?” If it’s been too long, you might be depressed. Depression is a highly treatable illness as real as an ulcer or high blood pressure. Unfortunately, only about one in five people will seek help for depression. Being screened for depression only takes about 5 minutes. You can feel good again! Learn more: call your **Employee Advisory Service**.

Employees Ask About EAS

Q. If I call EAS to ask a personal question, will they keep my phone call confidential?

A. **Yes. Even if you** do not visit EAS, we will keep your telephone call confidential in accordance with confidentiality laws and EAS’ policy that promises confidentiality to employees using EAS.



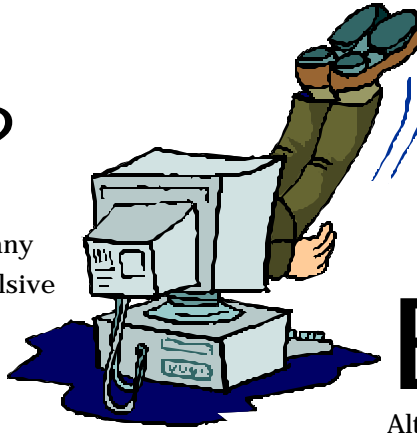
Internet Got a Hold of You?

A new problem is being faced by many people at home and at work compulsive use of the Internet or “on-line addiction.” The biggest hurdle to getting help is denial. On-line addiction can lead to social, occupational, and financial problems.

Employers are growing more concerned about the amount of time that employees are spending on-line. A recent survey reported that one-third of U.S. workers are monitored in their on-line activities by their employers. Seek help from **EAS** if you answer “yes” to one or more of the following questions.

Internet Addiction Questions

- 1) **Have you ever seriously** considered the question, “Am I losing control over how much time I spend on-line?”
- 2) **Do you find yourself** making promises that you fail to keep about how much time you spend on-line?
- 3) **Do you sometimes** feel guilty about how much time you spend on-line or how much money you have spent on-line?
- 4) **Do you use the** computer and any on-line activity to soothe or manage feelings of anger, sadness, depression, boredom, or other undesirable feelings?
- 5) **During breaks at** work or home, or between chores, work duties, or other activities, do you seek to get on-line to trade options or stocks, view pornography, gamble, or visit chat rooms?
- 6) **Is your computer use** coming between you and your family members or significant others? You spend less time together, or don't go to bed at the same time to spend time on-line?



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Burnout!

Burnout is a state of near exhaustion from work or work conditions.



Although not a medical diagnosis, common symptoms can be self-diagnosed and signal a need for help.

SYMPTOMS

- 1) Chronically tired with a lack of energy.
- 2) Nothing turns you on. You “go through the motions” feeling as though you are on automatic pilot. You sleep more.
- 3) Your performance deteriorates with missed deadlines, forgotten details and commitments.
- 4) You have reached the point where you don't care about “getting it right.” Your attitude has become detached, uncaring, or “so what?”
- 5) You see the “downside” of everything or are cynical. You are losing faith in coworkers and others around you.
- 6) You no longer tolerate other people's small mistakes and feel impatient and irritable. You would just as soon work alone and eat lunch by yourself.



Free Meds?

Even a senior citizen with a moderate pension could be seriously strapped if medications are hundreds of dollars every month. Millions of dollars in free medications from most pharmaceutical companies are available to qualifying persons (*such as parents or adult children without insurance*). Qualifying may be easier than you might think. You don't have to be poor. So, where do you turn? Fortunately, a national non-profit organization and a one-stop shop for answering this question now exist. The Medicine Program can help (www.themedicineprogram.com). A refundable \$5.00 application fee is all it takes. Refundable if you don't get free medications!

The Feedback Sandwich



Sure, it can be tough giving constructive feedback to a coworker. That imagined look of shock and fear at how life at work afterwards will be forever changed can be difficult to bear. So make it easier with a “feedback sandwich.” Here's how: First, validate your coworker in a positive way. Say something good. Second, give the hard-to-hear feedback you think needs to be heard. And third, end on a positive note with feedback that validates your coworker's value. Example: “Mary, you do such a good job in front of a group. You might want to reduce the number of ‘hum's’ when you speak. Otherwise, as usual, you did a super job with that presentation.”